

ABSTRACT OF THE DISCLOSURE

To form a personnel fostering policy suitable for growing an organization in a direction of realizing a future conception, information with regard to a current mission and a future vision of an organization is inputted to thereby deduce capabilities necessary for the organization at present and in the future and a current capability and a future image of respective personnel in the organization are inputted to thereby deduce capability data for the respective personnel. Further, with regard to the capabilities necessary for the organization at present and in the future, a capability amount for respective personnel is accumulated for respective kind of capability to thereby deduce a capability amount of the organization, thereafter, the capability amount of the organization is compared with a capability amount necessary for the organization to thereby sample an excess or deficient state of the capability of the organization. Further, a direction of individually growing the respective personnel is set based on strong point / weak point data provided from the capability data and the excess or deficient state of the capability of the organization.